

Amy Oppenheimer

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PROFESSIONAL EXPERIENCE

Workplace Harassment/Employment Discrimination Consultant - Investigates complaints of discrimination, harassment and/or retaliation in the workplace. Trains human resource professionals in how to prevent workplace harassment and how to investigate complaints of harassment, retaliation and discrimination. Provides expert advice and testimony regarding best HR practices in the area of preventing and investigating workplace harassment, retaliation and discrimination. Mediates workplace disputes both pre and post litigation. - 1996 to present.

Arbitrator: Alameda County Superior Court - 1989 to 1992; American Arbitration Association - 1989 to 2004; The International Commission on Holocaust Era Insurance Claims Appeals Tribunal –2003 - 2006.

Mediator: Berkeley Dispute Resolution Services - 1989 to 2003; American Arbitration Association - 1996 - 2004; Alameda County Bar Association - 1996 to 1999; Equal Employment Opportunity Commission – 2001 – 2006; United States Postal Service REDRESS program – 1998 – 2003.

Senior Consultant: Anderson-davis, Inc., Aurora, Colorado - provided training to businesses on how to recognize, prevent and investigate sexual harassment. Partial list of companies trained: Prudential Insurance, Chevron USA, Northern Telecom, Whirlpool, Lockheed-Martin, Pacific Telesis - 1992 to 1996.

Partner, Levy & Oppenheimer, Oakland, California - law practice that specialized in litigating sexual harassment and employment discrimination cases. Also practiced family law, juvenile law, wills and trusts. - 1984 to 1992.

Judge Pro Tem: Alameda County Municipal Courts - 1989 to 1992.

Investigator: Delany, Siegel, Zorn & Associates, Investigated complaints of employment discrimination within the federal government - 1986 to 1990.

Staff Attorney: Legal Services of Northern Virginia Inc., Prince William Legal Aid Branch, Manassas, Virginia - represented indigent individuals in areas of landlord/tenant, consumer, unemployment and public benefits and family law - 1982 to 1984

Reginald Heber Smith Fellow (REGGIE): Legal Aid Society of The New River Valley, Inc., Christiansburg, Virginia represented indigent individuals in areas of domestic abuse, family law, landlord/tenant and consumer law - 1980 to 1981

EDUCATION

Juris Doctor, 1980, University of California, Davis

B.A., 1975, University of California, Berkeley, with Great Distinction; member, *Phi Beta Kappa*

MEMBER: California bar (active)
Virginia and District of Columbia Bar (inactive)

PUBLICATIONS (partial list)

Investigating Workplace Harassment and Discrimination, Employee Relations Law Journal, Vol. 29, No. 4, Spring 2004.

The Do's and Don'ts of Investigating Workplace Harassment, PIHRAScope, Professionals in Human Resources Association, February 2004.

Experts May Testify on Harassment Policies and Procedures of Employer, San Francisco Daily Journal, December 11, 2003.

Using Liability Experts in Sexual harassment Cases, Sexual Harassment Litigation Reporter, Volume 9, Issue 10, October 2003.

Making the Best Use of Liability Experts in Discrimination and Harassment Litigation, Employment Litigation Reporter, Volume 18, Issue 5, October 14, 2003.

Investigating Workplace Harassment: Ten Steps to Success, You and the Law Newsletter, October 2002.

Investigating Workplace Harassment: How to Be Fair, Thorough, and Legal, by Amy Oppenheimer and Craig Pratt, Society of Human Resource Management, 2002.

"The Aftermath of Faragher and Ellerth - The Impact on Pre-trial Discovery and the Use of Liability Experts In Sexual Harassment Cases", Conference materials NELA Convention, June 2000.

"Employment Discrimination and Harassment", Chapter 40B of California Torts, Levy, Golden & Sacks, Editors, Matthew Bender & Co., September 1999.

"Liability Lesson: The Use of an Employment expert In Sexual Harassment Cases can help Jurors Understand the Reasonableness of Investigatory Processes", Los Angeles Daily Journal and San Francisco Daily Journal, May 21, 1999.

Contributed to *"Investigating Sexual Harassment: A Practical Guide to Resolving Complaints"*, published by Thompson Publishing Group, Washington D.C., 1998

"She Said, They Said – To protect themselves from liability for sexual harassment, employers should examine the numerous legal guidelines", California Law Business, Supplement to the Los Angeles Daily Journal and San Francisco Daily Journal, March 9, 1998

"Ounce of Prevention – An employer's sexual harassment policies and practices are more important than ever. Good policies, particularly those involving internal investigations, can avert problems and lawsuits, San Francisco Daily Journal, Employment Law Update, April 16, 1998.

"Working it Out: Using Mediation to Resolve Harassment Complaints", San Francisco Daily Journal, August 9, 1995.

Contributing author to *Intent vs. Impact: How to Effectively Manage Sexual Harassment Investigations*, Published by Bureau of National Affairs Communications, 1992.

Contributed to *Sexual Harassment in the Workplace*; an interactive training and testing CD-ROM, Media Code, 1994, as an expert.

PUBLIC SPEAKING AND TRAINING (partial list)

Harassment Investigation Critique, EEOC Annual Technical Assistance Seminar, San Francisco 2007, Santa Clara, 2006.

“Conducting Workplace Investigations: Practical Skills for Internal Investigators”, Northern California Human Resource Association (NCHRA), 2003, 2004, 2005, 2006 and 2007.

Investigating Workplace Harassment, Novellas, 2004

He Said/She Said: Making Credibility Determinations in Harassment Investigations, NCHRA Annual Conference, September 2003.

The How To's of Investigating Workplace Harassment, 46th Annual PIHRA Conference & Exhibition, September 2003.

Understanding and Preventing Workplace Harassment, AGY Therapeutics, 2003

Panelist, Society of Human Resource Management Annual Conference, Philadelphia, June 2002, *“Did He Say What She Said He Said, Or Not? How Does an Investigator Decide?”*

Panelist, National Employment Lawyers Association Eleventh Annual Convention, *“The Aftermath of Faragher and Ellerth: Litigating Hostile Work Environment Cases”*, Washington D.C., June 2000.

Employment Litigation: Investigations and Human Resource Experts, Presentation to the Barristers Club of San Francisco Labor & Employment Section, February 2000.

Investigating Harassment: An Interactive Training, Sonoma Developmental Center, September 1999

Mediating EEO Complaints, 40 hour training for City of San Francisco, August, 1999

Panelist and Moderator, Society For Professionals in Dispute Resolution, *“Sexual Harassment: The Role of the Investigator and the Role of the Mediator”*, 1998: *“Resolving Sexual Harassment Complaints”*, 1997

Panelist, Association on Employment Practices and Principles, *“Same-Sex Harassment in the Workplace After Oncale”*, 1998

Panelist, Alameda County Bar Association, *“Investigating Complaints of Sexual Harassment and Discrimination”*, 1998

Panelist, American Bar Association Annual Conference, *“Sexual Orientation Discrimination in the Legal Community”*, 1997

Panelist, Administrative Law Judges Assoc. Annual Forum, 1993, 1994, 1995, 1997, 2001 and 2003.